

TO: Dr. Whitrock and the Ripon Area School District Board of Education
FROM: Emmy Jess, RASD Director of Pupil Services
DATE: 7/19/2024
RE: Recommendation for Hire — Cynthia Worden

It is my recommendation that the following individual be hired for the 2024-2025 school year:

Name: Cynthia Worden **Position:** School Counselor
Location: Ripon High School

Certification:

Position or Subject (WI DPI Code)	Level	State	Year Expires
P001 - Pupil Services; 7054 - School Counselor	PK-12	WI	Lifetime
A001 - Administrator; 5051 - Principal	PK-12	WI	Lifetime

Education:

Name of School	Degree	Date Earned	Major(s)
University of Wisconsin Oshkosh	Masters of Science	06/2001	School Counseling
Marian University	Masters of Arts	12/2013	Ed. Leadership
University of Wisconsin Madison	Bachelor of Science	08/1991	Behavioral Science & Law, Sociology

Process:

# of Applicants	6
Quality of Applicants	The position drew six applicants at the time of interviews; as we've seen as a general trend in education, the pupil services candidate pools have tended to become smaller and smaller as time goes on. This said, we still managed to draw some very talented and qualified applicants! Of the six applicants, one did not meet the educational or licensing requirements and was thus eliminated, one didn't have a strong enough application to bring forward, two declined interviews due to obtaining employment elsewhere, and two were interviewed. Experience and qualifications of the applicants varied; of the two interviewed, one had roughly 20 years of experience in education, and one was just beginning in the field.
Interview Team	Emmy Jess, Bill Kinziger, Vince Propson, Dakota Kandler, Carrie McCarthy, & Sherry Leverance
# of Candidates Interviewed	2
Quality of Candidates Interviewed	Both of our interviews went very well, and each candidate had wonderful things to offer. The interview team enjoyed our time with both candidates, and they each bring unique talents to the table; the team unanimously agreed that we would be happy to hire either candidate. Ultimately, candidate two, Cynthia, was offered a position with us. Cynthia has an impressive resume of experiences we're looking forward to capitalizing on. Since 2013, Cynthia has been the 9th-12th grade principal for Wisconsin Virtual Academy, Destinations Career Academy of Wisconsin, and Insight Wisconsin — all virtual learning platforms. Prior to this she was a school counselor for eight years, three at Wisconsin Virtual Academy, three at Wisconsin Virtual Learning (formerly Honors High Online), one in Hustisford, and one in Columbus. She also boasted impressive careers prior to entering education, including work as a treatment foster care social worker and social worker in multiple capacities with the Dept. of Corrections.

Notes/ Reference Checks on Candidate	Cynthia's references were glowing! Her current colleagues spoke of her as someone who is exceptional at making connections and building relationships. Her leadership and initiative in creating new, innovative programs that meet students' individual needs was discussed several times. It was noted that she is skilled at defusing challenging situations, listening intentionally, and being receptive to new ideas. She was identified as being respectful, professional, attentive, genuine, warm, ambitious, and tenacious. Her deep wealth of professional experiences and knowledge of statewide systems and resources were highlighted multiple times by each reference.
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